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Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services

Ontario Collective Bargaining Agreement Expirations

2008

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Foreword

This *Ontario Collective Bargaining Agreement Expirations* report is the forty-first annual report on collective agreement expirations produced by Collective Bargaining Information Services (CBIS).

The information in this report is derived from the database of CBIS as at **December 6, 2007**.

Detailed tables and listings of year 2008 expirations by industry, union, and bargaining unit size are available from CBIS.

The names of employers, bargaining agents, and the number of employees listed for each expiry reflect information received by CBIS at the time of ratification of the most current collective agreement. Bargaining situations resulting from recent or future Ontario Labour Relations Board decisions, or expired agreements that have not been ratified as of the publication date are excluded.

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Executive Summary

The *Ontario Collective Bargaining Agreement Expirations* report provides an overview of the expected collective bargaining activity in Ontario for 2008. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2008 will involve more than 2,500 collective agreements covering approximately 636,000 employees. Compared to the year 2007, the number of agreements expiring in 2008 represents a 10% increase.
- The majority of agreements in 2008 will expire during March, June, August, and December, in the health and welfare services, education and related services, and local government sector; in terms of the number of employees covered, most bargaining activity will occur in March, August, and December, affecting workers in education and related services, health and welfare services, provincial government, and the municipal sector.
- Public sector agreements, which account for 48% of all agreements expiring in 2008, cover approximately 75% of all employees in both the public and private sectors.
- Of the 1,213 public sector agreements expiring in 2008, a total of 1,094 or 90% are in health and welfare services (42%), education and related services (38%), and the municipal sector (10%). Of the approximately 474,000 public sector employees whose agreements expire in 2008, a total of 448,085 or 94% are employed in education and related services (54%), health and welfare services (19%), provincial government (12%), and local government (9%).
- Major negotiations in the broader public sector (BPS) for 2008 include hospitals (March, June), nursing homes and homes for the aged (March, December), school boards (August, December), colleges (August), universities (April, June, August), urban transit (March), provincial and municipal governments (March, December).
- Key negotiations in the private sector include the Big Three Automakers: Chrysler, Ford, General Motors (September), Pharma Plus Drugmarts (January), and Windsor Casino (April).
- Under federal jurisdiction, Canada-wide agreements for Canada Post, and Communications/ Advertising Institute & Canadian Advertisers Association, will also expire in 2008.
- Major unions, representing the largest number of employees covered by agreements expiring in 2008, include Canadian Union of Public Employees, Canadian Auto Workers, Elementary Teachers' Federation of Ontario, Ontario Public Service Employees Union, Ontario Nurses' Association, Ontario Secondary School Teachers' Federation, and Ontario English Catholic Teachers' Association.

Ontario Collective Bargaining Agreement Expirations, 2008

Key Negotiations in 2008*

MTH	EMPLOYER/SECTOR	UNION(S)	(APPROX.) EMPLS
Jan	Pharma Plus Drugmarts	UFCW	2,200
Mar	Hydro One	CUPE	3,900
	Ottawa City Transit	ATU-Intl.	2,300
	Toronto Transit Commission	ATU-Intl.	8,400
	Workplace Safety & Insurance Board	CUPE	3,300
	municipalities	Various	3,000
	hospitals	Various	56,200
	nursing homes/homes for the aged	Various	3,900
Apr	Windsor Casino	CAW	3,500
	universities	Various	7,900
Jun	Council of Academic Hospitals of Ont. (CAHO)	Internes & Residents Assn.	3,100
	hospitals	Various	3,100
	universities	Various	10,800
Jul	Red Cross Community Health Services (homemakers)	SEIU	3,000
Aug	school boards	Various	211,000
	universities	Various	6,600
	College Compensation and Appointments Council (support)	OPSEU	6,500
Sep	The Big Three Automakers (Chrysler, Ford, General Motors)	CAW	40,500
Dec	Ont. Govt. (unified unit)	OPSEU	39,000
	Ont. Govt. (correctional unit)	OPSEU	5,400
	Ont. Govt. (Provincial Police)	Ont. Prov. Police Assn.	7,700
	school boards (support)	Various	7,400
	municipalities	Various	33,800
	municipal police	Police Assns.	5,000
	public libraries	CUPE	3,400
	nursing homes/homes for the aged	Various	4,300

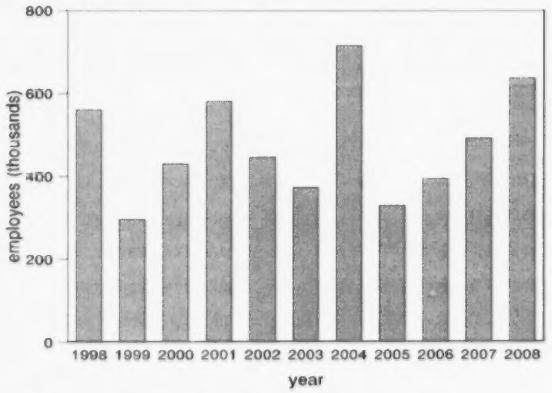
Federal Jurisdiction: Canada Post, Communications/Advertising Institute & Canadian Advertisers Assn.

** Reflects information received as at date of ratification of current agreement.*

According to information received and processed by Collective Bargaining Information Services (CBIS), 2,533 collective agreements covering 636,109 Ontario-based employees are scheduled to expire in 2008. These expiring agreements represent 26% of the 9,645 agreements currently on file and affect 38% of the 1,659,532 employees covered. Compared to 2007, the number of agreements expiring in 2008 represents an increase of 10%, and the number of employees covered shows a 30% increase (Figure 1). Of the 1,847 unsettled agreements that expired in 2007, 492 agreements are in health and welfare services, 127 are municipal agreements, and 85 agreements are in education and related services.

Of the collective agreements scheduled to expire in 2008, 48% are public sector agreements, covering 75% of the 636,109 employees in both the public and private sectors. The level of bargaining activity in the public sector will be concentrated in health and welfare services, education and related services, and provincial and municipal governments. As at December 6, 2007 outstanding settlements include hospitals, nursing homes, homes for the aged, school boards, universities, and community services.

Figure 1: Ontario Collective Agreement Expirations, Employees Covered, 1998 — 2008



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Public sector agreements expiring in 2008 will be concentrated in health and welfare services, education and related services, and municipal government. In health and welfare services, hospitals, nursing homes and homes for the aged will be negotiating. Other major negotiations include Government of Ontario, urban transit, school boards, universities, College Compensation and Appointments Council, and municipalities including Police Services Boards.

In 2008, the private sector will account for 52% of all expiring agreements, affecting 26% of all workers covered by these agreements. Private sector expiries will be concentrated in transportation equipment, retail trade, as well as the food and beverage industries. The transportation equipment agreements, which include Chrysler, Ford and General Motors, cover 52,809 employees (Tables 2 and 3).

Economic Setting

Although Ontario's economy is expected to grow moderately in 2008, it will continue to be challenged by a strong Canadian dollar, high oil prices, softer U.S. demand and increased competition from newly industrializing countries. Ontario's economy remains resilient despite these developments and will strengthen in 2009 as it adjusts to the challenging global environment. According to private-sector forecasters[1], Ontario's real Gross Domestic Product (GDP) is projected to grow by 2% in 2007, 1.8% in 2008, and 2.6% in 2009 (Figure 2).

The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI)[2], is estimated to average 1.8% in 2007, the same as last year. Ontario inflation is expected to drop to 1.4% in 2008. This incorporates the one percentage point cut in the federal goods and services tax (GST) on January 1, 2008 that will reduce the CPI inflation rate by an estimated 0.6 per cent. Ontario's CPI inflation rate is expected to be 2% in 2009 (Figure 2).

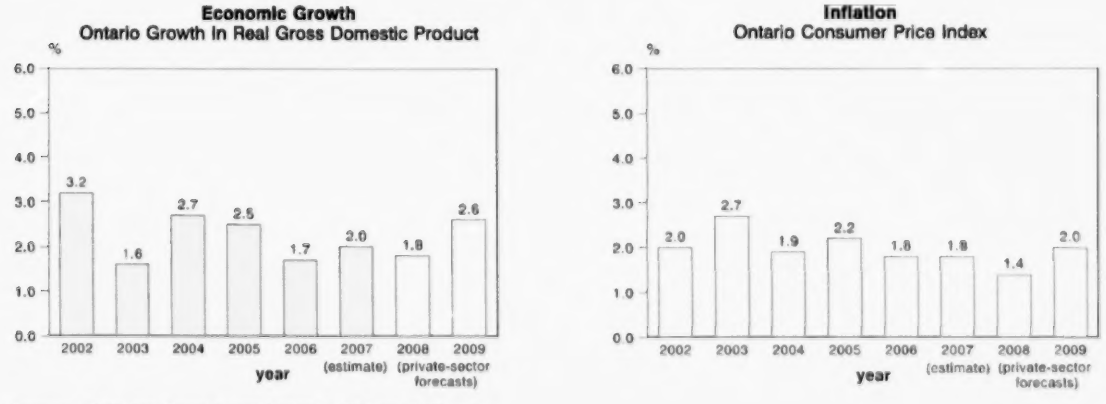
The estimated national unemployment rate[1] for 2007 is 6%, down from 6.3% in 2006. Ontario's unemployment rate is projected to rise slightly from 6.3% in 2006 to 6.4% in 2007 and employment is expected to grow by 1.6% in 2007, compared to 1.5% in 2006[2].

During the first ten months of 2007, the annual increase in base wage rates for collective agreements covering 200 or more employees averaged 3%, an increase from the average annual rate of 2.5% in 2006. Wage increases for both public and private sectors showed increases from last year. Private sector wage settlements averaged 2.9% for the first ten months of 2007, compared to 1.8% in 2006. In the public sector, wage settlements increased from 2.9% in 2006 to 3.1% from January to October 2007.

[1] *Ontario Ministry of Finance, Survey of Forecasts (January 3, 2008)*

[2] *Ontario Ministry of Finance, Economic Outlook and Fiscal Review 2007 (December 13, 2007)*

Figure 2: Selected Economic Indicators, 2002 — 2009



Source: Statistics Canada and Ontario Ministry of Finance

The Conference Board of Canada[3] reports that the key bargaining issues will be wages, health benefits and pensions for both management and unions in 2008. As for projected wage increases, an average of 3% is expected in the private sector and 3.4% in the public sector.

Activity by Month

Collective agreements expiring in the months of March, August, September, and December cover the largest number of employees, representing 82% of the total for 2008 (Figure 3). Education and related services comprise 96% of employees whose agreements expire in August. Of the December expiries, provincial government employees account for 41%, followed by 31% in municipal government. For employees whose agreements expire in March, 67% are mainly in health and welfare services. As for the month of September, 79% of employees are in the transportation equipment sector.

In terms of the number of collective agreements expiring in 2008, most activity will be focused on March (health and welfare services), August (education and related services), December (health and welfare services, education and related services, municipal administration), and June (health and welfare services, education and related services) (Figure 3).

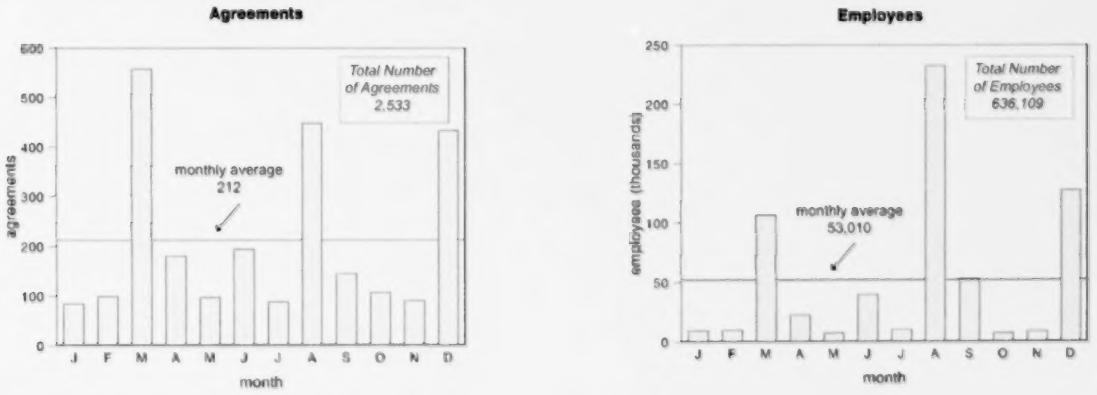
Activity by Industry

Bargaining in 2008 will be concentrated in the non-manufacturing sector as a result of the large number of agreements expiring in health and welfare services, education and related services, municipal administration, and other services. A total of 1,933 collective agreements will be expiring in the non-manufacturing sector, accounting for 76% of all agreements expiring in 2008. In terms of employee numbers, non-manufacturing agreements cover 537,562 employees or 85% of all employees covered by expiring agreements. Of the non-manufacturing agreements expiring in 2008, the broader public sector (BPS) accounts for 60% of agreements covering 86% of non-manufacturing employees.

The manufacturing sector incorporates 24% of all agreements expiring in 2008, covering 15% of all employees. Bargaining in this sector will be concentrated in fabricated metals, transportation equipment, food and beverage, and non-metallic minerals, which together will account for 54% of all manufacturing agreements. The largest number of employees covered by manufacturing agreements expiring in 2008 will be in the transportation equipment industry (54%), followed by food and beverage (10%) and fabricated metals (7%).

[3] *The Conference Board of Canada, Compensation Planning Outlook 2008*

Figure 3: Monthly Bargaining Activity, 2008



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Private sector agreements account for 52% of all agreements scheduled to expire in 2008, compared to 60% in 2007. Major private sector bargaining will include:

- *Transportation Equipment:* The Big Three Automakers (Chrysler, Ford, General Motors)
- *Retail Trade*: Pharma Plus Drugmarts
- *Recreational Services:* Windsor Casino

Major public sector negotiations in 2008 will take place in:

- *Education*: school boards, universities, College Compensation and Appointments Council (support)
- *Health Care:* hospitals, nursing homes and homes for the aged
- *Local government:* municipalities and Police Services Boards (uniform/civilian)
- *Transportation:* urban transit
- *Provincial government:* Government of Ontario (OPS) and Ontario Provincial Police (OPP) (uniform/civilian)
- *Utilities:* Hydro One

Activity by Union

A total of 108 unions will be bargaining on behalf of all employees whose agreements expire in 2008. In terms of employee numbers, 82.2% of the total number are represented by 10 unions (Table 1). CUPE will be negotiating the largest number of agreements at 14% of the total number, and will be representing the largest number of employees at 18.3% of the total number.■

Table 1: Unions with Year 2008 Collective Agreement Expiries Covering the Largest Number of Employees

Union	Agreements	% of Total Expiring Agreements	Employees	% of All Employees with Expiring Agreements
Canadian Union of Public Empls (CUPE)	354	14.0	116,606	18.3
Canadian Auto Workers (CAW-Canada)	218	8.6	74,377	11.7
Elementary Teachers' Federation of Ontario (ETFO)	81	3.2	72,998	11.5
Ontario Public Service Employees Union (OPSEU)	99	3.9	63,513	10.0
Ontario Nurses' Association (ONA)	190	7.5	53,194	8.4
Ontario Secondary School Teachers' Federation (OSSTF)	101	4.0	45,977	7.2
Ontario English Catholic Teachers' Association (OECTA)	76	3.0	45,495	7.2
United Steelworkers (USW)	204	8.1	20,956	3.3
Food & Commercial Workers (UFCW)	166	6.6	17,321	2.7
Amalgamated Transit Union (ATU-Intl)	5	0.2	12,083	1.9
Total	**1,494**	**59.1**	**522,520**	**82.2**

Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Table 2: Ontario Collective Bargaining Agreements Expiring in 2008, Number of Agreements by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**33**	**52**	**79**	**55**	**44**	**62**	**22**	**34**	**59**	**43**	**43**	**74**	**600**
Food, Beverage	11	6	13	5	1	8	1	2	9	5	5	19	85
Rubber, Plastics	0	3	3	3	6	5	2	0	3	7	3	6	41
Leather	0	0	1	0	0	0	0	0	0	0	0	0	1
Textile	0	2	1	0	1	0	0	2	0	2	1	2	11
Knitting Mills	0	0	0	1	0	0	0	0	0	1	0	0	2
Clothing	0	0	1	4	1	1	1	2	0	0	2	2	14
Wood	2	0	3	3	1	2	1	5	2	1	2	3	25
Furniture, Fixtures	0	3	3	2	0	2	1	0	3	0	1	3	18
Paper	0	5	5	2	3	1	0	0	3	0	2	7	28
Printing, Publishing	1	2	1	2	4	5	2	2	2	0	1	5	27
Primary Metals	1	0	1	2	1	2	1	2	2	3	5	3	23
Fabricated Metals	12	11	4	10	6	16	2	5	10	9	8	5	98
Machinery	3	1	2	4	3	2	3	0	3	2	2	4	29
Transportation Equipment	0	6	4	1	8	7	4	8	12	6	5	6	67
Electrical Products	0	7	2	3	4	1	0	1	5	0	0	2	25
Non-metallic Minerals	3	2	28	7	3	7	3	3	4	5	5	3	73
Petroleum, Coal	0	1	0	1	1	0	0	0	0	0	0	0	3
Chemicals	0	3	6	4	1	2	1	2	1	1	0	2	23
Other Manufacturing	0	0	1	1	0	1	0	0	0	1	1	2	7
TOTAL NON-MANUFACTURING	**52**	**48**	**479**	**126**	**54**	**132**	**67**	**415**	**87**	**65**	**48**	**360**	**1,933**
Forestry	0	0	0	0	0	0	0	0	0	0	0	1	1
Mining, Quarrying	1	5	2	1	2	1	0	1	3	4	0	2	22
Transportation	5	1	24	5	4	6	1	5	6	4	0	15	76
Storage	3	0	1	0	0	3	0	0	0	0	0	2	9
Communications	2	0	2	0	0	2	0	2	0	0	1	3	12
Electric, Gas, Water	3	1	13	11	3	4	2	3	5	4	1	22	72
Wholesale Trade	8	9	4	6	2	10	5	2	10	6	7	8	77
Retail Trade	7	6	6	8	4	4	6	5	9	10	4	10	79
Finance, Insurance Carriers	0	0	2	0	0	2	0	0	0	1	0	7	12
Real Estate, Insurance Agencies	1	2	3	4	1	6	0	2	2	1	6	16	44
Education, Related Services	0	0	14	14	1	29	3	369	2	0	1	38	471
Health, Welfare Services	6	6	325	14	13	24	15	5	22	15	6	81	532
Recreational Services	0	2	2	1	3	9	0	4	4	2	2	13	42
Management Services	2	2	8	3	2	7	2	3	3	2	3	10	47
Personal Services	1	0	6	1	0	2	2	0	2	2	1	2	19
Accommodation, Food Services	4	2	7	9	3	7	7	3	5	3	5	12	67
Other Services	4	9	9	6	9	9	18	9	10	6	9	33	131
Federal Government	1	1	2	1	0	0	0	0	0	0	0	0	5
Provincial Government	0	0	1	0	0	0	0	1	0	0	0	5	7
Local Government	2	0	31	4	2	3	6	0	3	3	0	68	122
Construction	2	2	17	38	5	4	0	1	1	2	2	12	86
ALL INDUSTRIES	**85**	**100**	**558**	**181**	**98**	**194**	**89**	**449**	**146**	**108**	**91**	**434**	**2,533**

Table 3: Ontario Collective Bargaining Agreements Expiring in 2008, Number of Employees Covered by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**3,254**	**6,110**	**6,089**	**4,001**	**4,759**	**7,472**	**2,193**	**3,917**	**47,235**	**3,468**	**4,038**	**6,011**	**98,547**
Food, Beverage	1,126	570	1,124	947	145	1,257	11	150	1,517	201	421	2,242	9,711
Rubber, Plastics	0	678	258	224	1,060	701	131	0	976	358	440	304	5,130
Leather	0	0	143	0	0	0	0	0	0	0	0	0	143
Textile	0	208	100	0	81	0	0	106	0	389	55	452	1,391
Knitting Mills	0	0	0	85	0	0	0	0	0	300	0	0	385
Clothing	0	0	54	163	30	125	5	60	0	0	95	133	665
Wood	447	0	155	95	150	119	201	696	382	27	125	481	2,878
Furniture, Fixtures	0	505	181	65	0	215	66	0	231	0	50	305	1,618
Paper	0	229	216	276	174	144	0	0	730	0	434	510	2,713
Printing, Publishing	120	150	23	7	44	165	240	175	31	0	2	210	1,167
Primary Metals	305	0	75	85	250	218	210	201	184	740	356	213	2,837
Fabricated Metals	833	868	114	290	540	1,226	85	847	983	362	281	248	6,677
Machinery	204	8	168	548	81	131	107	0	91	24	358	54	1,774
Transportation Equipment	0	1,389	707	80	1,612	2,467	925	1,505	41,309	909	1,239	667	52,809
Electrical Products	0	1,068	336	162	387	128	0	13	660	0	0	13	2,767
Non-Metallic Minerals	219	117	1,998	258	174	470	159	77	76	84	141	91	3,864
Petroleum, Coal	0	200	0	80	17	0	0	0	0	0	0	0	297
Chemicals	0	120	225	496	14	100	53	87	65	53	0	53	1,266
Other Manufacturing	0	0	212	140	0	0	0	0	0	21	41	35	455
TOTAL NON-MANUFACTURING	**6,362**	**3,758**	**99,942**	**18,543**	**2,762**	**32,558**	**8,149**	**228,842**	**5,269**	**4,399**	**5,076**	**121,902**	**537,562**
Forestry	0	0	0	0	0	0	0	0	0	0	0	19	19
Mining, Quarrying	5	314	17	40	42	160	0	37	631	362	0	31	1,639
Transportation	223	77	12,726	1,240	333	701	152	601	942	287	0	1,505	18,787
Storage	62	0	5	0	0	135	0	0	0	0	0	17	219
Communications	102	0	240	0	0	444	0	1,425	0	0	151	434	2,796
Electric, Gas, Water	36	28	4,688	342	371	119	30	32	316	50	24	2,047	8,083
Wholesale Trade	178	1,164	632	604	46	294	66	37	379	497	127	716	4,740
Retail Trade	4,198	273	201	575	290	545	370	151	506	503	457	427	8,496
Finance, Insurance Carriers	0	0	110	0	0	792	0	0	0	12	0	168	1,082
Real Estate, Insurance Agencies	4	232	42	11	3	30	0	28	47	14	40	1,498	1,949
Education, Related Services	0	0	860	7,833	400	10,909	1,434	224,548	456	0	11	10,924	257,375
Health, Welfare Services	839	346	70,891	1,205	446	4,777	3,876	290	931	1,063	392	7,270	92,326
Recreational Services	0	125	40	3,500	15	971	0	116	213	47	159	1,925	7,111
Management Services	89	57	156	250	107	11,786	381	646	189	1,180	3,057	672	18,570
Personal Services	10	0	316	2	0	75	215	0	11	58	8	89	784
Accommodation, Food Services	158	45	815	961	274	363	1,082	44	85	120	555	723	5,225
Other Services	161	157	256	49	304	206	442	257	462	99	75	581	3,049
Federal Government	183	813	663	500	0	0	0	0	0	0	0	0	2,159
Provincial Government	0	0	3,300	0	0	0	0	230	0	0	0	52,246	55,776
Local Government	102	0	3,001	111	90	191	101	0	99	70	0	40,282	44,047
Construction	12	127	983	1,320	41	60	0	400	2	37	20	328	3,330
ALL INDUSTRIES	**9,616**	**9,868**	**106,031**	**22,544**	**7,521**	**40,030**	**10,342**	**232,759**	**52,504**	**7,867**	**9,114**	**127,913**	**636,109**